



5 Tips to Negotiating the “On-Ramp”



1. **Get out of your own way.** We have learned from our research that sometimes women are their own worst enemy in negotiation. For example, many women have a tendency to focus on their weakness—“I’ve been out of the workforce for a long time; I’ll have to take at least a few steps back.” Watch out for self-defeating behaviors that will undermine your ability to negotiate the best possible situation.
2. **Know what you want.** You can’t be an effective negotiator if you are not clear about your interests. Think big; you may not get everything you want but at least you are starting your preparation in the right frame of mind.
3. **Do your homework.** Figure out ways to translate the skills you have honed during your time out of the workplace into marketable business skills. If you have any gaps, for example, if you’ve not kept up with technology, start to close them. Then you can present a solid case, confident that you are marketable and that you have the ammunition to convince interviewers.
4. **Expect challenges.** Everyone wants an edge in a negotiation. Challenges are intended to put you on the defensive—and keep you there. They are also predictable. Anticipate how the other person is liable to react and think of specific ways to respond. Practice out loud.
5. **Engage the other person.** The best negotiations are exercises in two-way communication. Needs exist on both sides of the table. Perspectives, feelings, and ideas differ. By showing appreciation for these differences, you put the other person more at ease in talking about them. As shared understanding increases, you stop pulling against each other and start working together toward a mutual solution.

What is Negotiating Women?

If you decide to take one of our courses, enter the coupon code:

“Act2”

for a 20% discount!

Negotiating Women, Inc. offers the only e-learning courses on negotiation (online or CD ROM) designed especially for women. And yes, there are some special negotiation challenges women face that are unlikely to affect men.

Based on award-winning research, our interactive, case-based courses are fun to use and available to busy women when it is convenient for them. Our customers say that a small investment of time greatly enhances their ability to negotiate confidently and competently.

- **Getting Out of Your Own Way** — a short course on the common traps that often befall women when they negotiate and how to avoid them
- **Getting The Salary You Want**—a crash course in salary negotiation, designed for those taking a new position
- **Getting What You’re Worth** — a comprehensive guide designed to support women as they proactively manage their careers (hint, it’s about more than money, although money counts)

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